

City of Cincinnati



Interdepartmental
Correspondence
Sheet

Date 2/25/03

To Bureau/District/Section Commanders

From Colonel Thomas H. Streicher, Jr., Police Chief

Copies to

Subject 2003 Police Department Safety Action Plan

The Police Department target for IWP cases per 100 Department employees for 2002 was **2.38**; however, we experienced a slight increase of 2 IWP cases. This made our rate **2.5** per 100 employees.

While we had an increase of 2 IWP cases, we were successful in reducing our overall injuries by 29 cases. This is a continuation of a reduction in injuries over the past 4 years from a high in 1999 of 354 to our 234 injuries in 2002. It is imperative that we continue our commitment of providing a safe working environment for our employees.

I am establishing a target of 33 IWP cases for 2003 and below is the plan we will implement to reach our goal. This plan was constructed after input from all of our Bureau, District and Section commanders and all safety officers

Foot Pursuit and Arrest/Assault, Vehicle Accidents and Slip/Trip & Fall situations caused 70% of our IWP cases. While we will continue in our efforts to prevent all injuries, our focus for 2003 will be in these areas.

Effective implementation of the action plans in each category discussed below is critical to the successful reduction of injuries in our Department.

FOOT PURSUIT & ARREST / ASSAULT SITUATIONS

The Police Department experienced **86 injuries including 15 IWP cases** in these areas last year. Action plans being implemented to aid in preventing these injuries will include:

1. In addition to annual firearms qualification, all sworn members below the rank of Captain will attend a firearms familiarization program designed to reinforce basic firearms skills. Also, any officer who failed to qualify during their first attempt in 2002 will receive additional days training.
2. All sworn members will continue to receive "shoot/don't shoot" training via the firearms training system (FATS). This use of force decision making program is proving to be an effective measure in our recent successes.
3. The Police Academy will offer two Vehicle Stop seminars during the year. The course will focus on general tactics, vehicle placement and approaches aimed at reducing the overall risk associated with traffic stops.
4. Two WIN seminars will be offered. These programs prepare officers to mentally, physically and emotionally win risk encounters through training designed to build the officer's confidence with their tactical skills.

5. The Academy will continue to distribute six-minute roll call training scenarios every five-(5) weeks to the five districts, Intelligence, Inspections and Traffic Unit. The six-minute roll call scenarios will place a major emphasis on high risk situations, use of force/decision making and tactics. Through discussion, officers will focus on high-risk situations and will learn to consider both tactical and legal considerations during those confrontations.
6. The Police Academy will continue to aggressively market the voluntary physical fitness program in the Department in order to improve fitness among our officers.
7. The Police Academy recently reviewed a defensive tactics system known as Controlled Force. This is a hands on system of physical control that utilizes simple moves giving the officer mechanical advantage during struggles. OPOTA and other state academies are building this program into their defensive tactics training and the Police Academy staff believes it will be an excellent addition to our program. Supervisors were provided a familiarization session during management training in 2002 and all Police Officers and Specialists will receive an introduction to the program this year.
8. The academy will continue the practice of safety briefings prior to any scenario training.
9. Vice Control Section will ensure that all personnel will receive training in the safe execution of search warrants to ensure job safety and to improve tactical skills

VEHICULAR ACCIDENTS

The Police Department experienced **19 injuries including 8 IWP cases** in this category during 2002. Although some of these cases were “not at fault” injuries, we are mindful of the potential seriousness of these types of injuries. The following action plans are being implemented:

1. The Department continues its uniform disciplinary policy for employees involved in negligent accidents. The Assistant Chief assigned to Patrol Bureau acts as the hearing officer in these cases to ensure that the policy is being fairly and equitably utilized.
2. The Police Academy has in place a remedial defensive drivers training program. It involves the utilization of the skid-car system. Employees are trained under simulated conditions of adverse road conditions. Recruits are now trained with this system and all other employees identified as having a history of negligent accidents will be re-trained through this system.
3. The 2003 Ford Crown Victoria, our patrol vehicle, will have an improved frame which will improve front-end crash performance. Also, new shocks, suspension and rack-and-pinion steering, a completely new brake system with ABS and new tires designed to improve performance on wet and snow covered roads have been added. Finally, higher headrests on these new vehicles will provide greater support and prevent whiplash. Vehicles produced after July, 2003 will have standard side air bags included along with power seats. Our Fleet Manager has been working with the garage to ensure these vehicles are placed in service as soon as possible. In addition, he will closely monitor their success and make recommended changes in our driver training to ensure safety.

4. The Academy recently purchased a driving simulator to aid in the training of employees with driving problems. Increased efforts at training will take place in this area this year. Officers will be called off the street for short training sessions utilizing this equipment.
5. Supervisors will assign habitual problem drivers to two-person units with no driving privileges. These employees will then be sent to driver's training to improve their driving techniques.
6. The Police Academy staff will continue to liaison with the district commanders to utilize MVR videotapes as an excellent source of roll call training for pursuit and defensive driving purposes.
7. The Inspections Section as well as first line supervision will continue to monitor use of seatbelts by Department employees while operating city vehicles.

SLIPS/TRIPS/FALLS/OVEREXTENSION/OVEREXERTION

We experienced **23 injuries including 4 IWP cases** in this category. It includes slips, trips, falls, lifting and carrying type injuries. In order to curb IWP cases of this type, the Department must commit to the following:

1. The Academy staff will distribute information which will encourage overall physical awareness and fitness and provide individualized voluntary physical fitness programs for any employees who request it.
2. The Academy will continue to make available and encourage the use of the hammer strength equipment as well as the newly acquired Trotter treadmill, two stationary bikes (an upright and a recumbent) located at the Academy.
3. The Academy will continue its practice of assuring proper warm-up prior to any physical fitness training.
4. Section commanders will ensure that their custodians continue in their efforts to establish cleaning sidewalks of snow and ice during inclement weather as their first priority each day.
5. Our liaison (Supply Unit commander) will continue to meet with Highway Maintenance management to ensure a high priority of cleaning the parking lots of police installations during snow situations for both safety and quick egress purposes. Districts/sections have been advised to notify Supply immediately if quick action is not taken by Highway Maintenance.
6. Vice Control Section will, on a random basis, audio and videotape undercover operations. These will be reviewed by supervision to ensure job safety.

TRAINING ACTIVITIES

The Academy experienced **33 training related injuries, but 0 IWP cases** in 2002. In order to insure a continued safe working and training environment:

1. The Academy has modified their written Standard Operating Procedures. Modifications include safety briefings prior to all training programs. Before any physical fitness training begins, the staff will continue to ensure that participants are properly warmed up including stretching. Prior to any defensive tactics training, the Academy staff safety officer will ensure proper safety equipment and techniques are utilized and followed.
2. The Academy Manager, prior to use, will review all training scenarios used in either recruit or in-service training.
3. Any scenario which involves physical contact will be monitored by an Academy safety officer to ensure proper safety equipment is used and safety procedures followed. The safety officer has total responsibility and authority to stop any scenario that does not meet the safety criteria.

SUPERVISORY RESPONSIBILITIES

1. The Department-wide safety officer concept continues with success. The officers meet quarterly to review injury/accident trends and make recommendations to reduce injuries. Personnel Section maintains the liaison role with the safety officers assigned to each section, disseminates training ideas and methods to improve safety in the individual sections and meets with the officers both as a group and individually to improve their abilities as safety representatives.
2. Safety officers are directed to place quarterly injury accident statistical reports on bulletin boards for viewing by our employees. We believe this will keep all employees mindful of their role in reducing injuries and of management's commitment to doing the same.
3. Supervisors will continue to inspect the work environment for potential safety hazards, inspect employee's personal protective equipment (PPE) for defects and ensure workplace and employee practices meet established safety standards.
4. Supervisors will promptly investigate and report incidents of employee injuries or unsafe acts and take necessary corrective action. They will ensure that no employee is required or permitted to work in any condition which could be rendered safe through appropriate action.
5. Inspections Section will continue to investigate new and better equipment as it becomes available which would allow officers to function in a safer environment.
6. The Night Chief's position will remain vigilant to identify unsafe acts and conditions which necessitate changes in policies, procedures or tactics and report those conditions to the Police Chief for review.

OTHER SAFETY/WELFARE ACTION PLANS

Several additional actions are being taken to strengthen our overall strategy at reducing injuries and improving the safety and welfare of all of our employees. These include:

1. We will continue to offer free, voluntary flu shots and blood pressure screening to all Department personnel to keep them physically prepared for duty and aware of their overall physical fitness.
2. Our computer section (ITMS) continues to provide a link to the City's web site. This site contains a copy of the safety manual, advice on reducing injuries and improving workplace environment, safety related training to be offered in 2003 and other timely reports concerning safety of our employees. Police Department personnel will be reminded of the web site and encouraged to peruse it on a regular basis.

We consider the safety and welfare of our employees to be an essential function of every supervisor's job duties.

You will be held accountable for the successful implementation of this plan.

THS/RSB/tra